

**STATE OF CONNECTICUT
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**



**Regular Commission Meeting Minutes
Wednesday, September 8, 2021
2:00 pm
Via Microsoft TEAMS**

Commissioners Present

Nicholas Kapoor, Acting Chair
Edward Mambruno, Secretary
Lisa Giliberto
Joseph Suggs
Neeta Vatti
Andrew Norton
Edith Pestana

Staff Present

Tanya A. Hughes, Executive Director
Cheryl Sharp, Deputy Director

Neva E. Vigezzi, AA Supervisor	Gary Madison, AA Reviewer
Michelle Dumas Keuler, HRO Attorney	Anna Puryear, HRO Attorney
Jamie Rubin, SW Regional Manager	Shawn Burns, WC Regional Manager
Darcy Strand, Legislative Analyst	Ana Mitchell, Outreach Coordinator
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary

I. Chairperson: Commissioner Edward Mambruno, Presiding
The meeting convened at 2:00 p.m.

II. Election of Chairperson Pro Temp

Commissioner Mambruno convened the meeting and requested a motion to elect a temporary chair. Commissioner Vatti moved to elect Commissioner Kapoor to act as pro temp for the November 10 meeting and Commissioner Norton seconded it; The vote to was: Yes (3) No (0), and Abstentions (1). The motion carried. Commissioner Mambruno did not vote as acting chair and Commissioner Kapoor abstained. He was elected as the temporary chair.

Commissioner Kapoor requested a motion to amend the agenda to add Southern Connecticut State University. A motion was made by Commissioner Vatti and seconded by Commissioner Norton to accept the staff recommendation to amend the agenda to add Southern Connecticut State University to the agenda. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

III. Secretary: Commissioner Edward Mambruno

The October minutes were tabled until the December meeting.

IV. Affirmative Action Recommendations – Vote Required

Deputy Director Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

1. Department of Administrative Services

Representing the agency were Josh Geballe, DAS Commissioner, Nicholas Hermes, DAS Deputy Commissioner and Chief Human Resources Officer, Alicia Núñez, DAS Director Equal Employment Opportunity and Theresa Judge, DAS Human Resources Business Partner.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 44%. The promotion goals were met at 30% and the program goals were met 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 125% achievement for the SBE and 32% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2018, 2019 and 2020, Approved.

A motion was made by Commissioner Norton and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of Department of Administrative Services and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

*** Commissioner Suggs joined the meeting at 2:18 pm*

2. Office of the Attorney General

Representing the agency were Antonia Howard, Assistant Deputy AG and Susan Cavanaugh, Director of HR.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 83%. The promotion goals were met at 67% and there were no program goals set.

The filing history is as follows: 2016, 2017, 2018, 2019, and 2020, Approved.

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 264.9% achievement for the SBE and 964.7% achievement for the MBE.

A motion was made by Commissioner Pestana and seconded by Commissioner Norton to accept the staff recommendation to **approve** the plan of the Office of the Attorney General and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

3. Department of Labor

Representing the agency were Dante Bartolomeo, Commissioner, Muriel Carpentier, EEO and Neil Griffin, HR.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 37%. The promotion goals were met at 42% and the program goals were met 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2020/2021 showed 264% goal achievement for the SBE and 491% goal achievement for the MBE.

The filing history is as follows: 2016, 2017, 2018, Approved, 2019, Disapproved and 2020, Approved.

A motion was made by Commissioner Vatti and seconded by Commissioner Norton to accept the staff recommendation to **approve** the plan of the Department of Labor and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0) The motion carried.

4. Department of Public Health

Representing the agency were Dr. Manisha Juthani, Commissioner, Heather Aaron, Deputy Commissioner, Amanda Anduaga-Roberson, EEO Manager
Joanne Yandow, Attorney General Designee, Adelita Orefice, Executive Assistant2/Chief of Staff, Shabina Bhura, HR Generalist 3, and Dorane Smith, HR Generalist 3.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 63%. The promotion goals were met at 71% and the program goals were met 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 144.3% achievement for the SBE and 599.2% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2018, 2019, and 2020, Approved.

A motion was made by Commissioner Pestana and seconded by Commissioner Suggs to accept the staff recommendation to **approve** the plan of the Department of Public Health and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0) The motion carried.

5. Metropolitan District Commission

Representing the agency were Scott Jellison, CEO, Rita Kelley, EEO Officer, Jamie Harlow, Director HR, and Olga Cordova, HR Manager.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 25%. The promotion goals were met at 50% and the program goals were met 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 72.6% achievement for the SBE and 169.6% achievement for the MBE.

The filing history is as follows: 2016, 2017, 2018, 2019, and 2020, Approved.

A motion was made by Commissioner Vatti and seconded by Commissioner Norton to accept the staff recommendation to approve the plan of the Metropolitan District Commission and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (0); Commissioner Suggs' vote could not be ascertained by the Chair. The motion carried.

6. Workers' Compensation Commission

Representing the agency were Stephen M. Morelli, Chairman, Chief Administrative Law Judge, Mitch Samal, and Sandy Cunningham.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 46.2%. The promotion goals were not set for this filling period and there were no program goals were met 100% (5 out of 5).

The filing history is as follows: 2011, 2013, 2015, 2017, and 2019, Approved.

The Contract Compliance Set-Aside Program for FY 2019/2020 was not reported for the SBE and the MBE.

A motion was made by Commissioner Vatti and seconded by Commissioner Mambruno to accept the staff recommendation to **approve** the plan of the Workers' Compensation Commission and retain biennial filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

7. Southern Connecticut State University

Representing the agency were Dr. Diane Ariza, Vice-President of Diversity, Equity, and Inclusion and Paula Rice, Director of Diversity and Equity Programs.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 49%. The promotion goals were met at 65% and program goals were met 100% (2 out of 2).

The filing history is as follows: 2016, Approved, 2017, Conditionally approved, 2018, 2019, and 2020, Approved.

The Contract Compliance Set-Aside Program for FY 2020/2021 showed 746% achievement for the SBE and 287% achievement for the MBE.

A motion was made by Commissioner Norton and seconded by Commissioner Pestana to accept the staff recommendation to **approve** the plan of the Southern Connecticut State University and retain annual filing status. The vote: Yes (5), No (0) and Abstentions (0). The motion carried.

** Commissioner Suggs exited the meeting at 3:23 pm

V. Division Reports

1. Executive Director Report: Tanya Hughes, Executive Director

- Coordination for vaccination compliance reporting
- Continued recruitment activity for position refills
- Daily review of OT/Comp time requests
- Budget Meetings/Reasonable Accommodations
- Resignation of Lynda Rizzo Stowe; submitted justification and posted position as internal opportunity
- EEOC – submitted voucher for \$1,121,400.00
- OPH – 2 new appointments, Chief Referee Cherron Payne and Referee Jon FitzGerald; will meet monthly to monitor progress
- D & I committee -active media campaign
- WICC 600 Radio Program

2. Outreach Report: by Cheryl Sharp, Deputy Director
 See *detailed report* as highlighted by Deputy Director Sharp.

- Social media Team created 12 posts for Agency Facebook and Instagram accounts
- CTSAC: Overview of Zoning Report
- AAPI Bullying & Harassment in Schools (CWCSEO)
- Reparations Task Force
- Police T&A Taskforce – Logistics subcommittee
- CHRO and Park Street Library @ Lyric Partnership

3. Legislative update: by Attorney Darcy Strand

- Disparity Study: the bidding and selection process for the disparity study contract is still ongoing but remains on schedule under the legislation passed in 2021.
- Equity Study: the request for proposal was posted as of October 1, as required by the statute passed in the 2021 special session. All bids must be submitted by November 19.
- Preparing for the 2022 Session

*** Commissioner Vatti exited the meeting at 3:52 pm.*

***Invited into Executive session with the Commissioners were Executive Director Hughes, Deputy Director Sharp, Attorneys, Michelle Dumas Keuler and Anna Puryear.*

A motion was made by Commissioner Pestana and seconded by Commissioner Norton to enter Executive session. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

VI. Executive Session

(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)

a. Litigation:

CHRO ex rel. Grace Quackenbush v. Milford Redevelopment & Housing Partnership.

CHRO no. 225004

Presented by Attorneys Michelle Dumas Keuler and Anna Marie Puryear

A motion was made by Commissioner Norton and seconded by Commissioner Pestana to exit Executive session. The vote was: Yes (3), No (0) and Abstentions (0). The motion carried.

VII. Vote on Executive session items:

CHRO ex rel. Grace Quackenbush v. Milford Redevelopment & Housing Partnership.
CHRO no. 225004

The CHRO legal unit recommends that the Commissioners vote to have the commission legal counsel file this case in the Judicial District of New Haven seeking injunctive relief and any damages. A motion was made by Commissioner Norton and seconded by Commissioner Pestana to accept staff recommendation. The vote was: Yes (3), No (0) and Abstentions (0). The motion carried.

VIII. New Business: 2022 Calendar

A motion was made by Commissioner Norton and seconded by Commissioner Mambruno to accept the 2022 calendar. The vote was: Yes (3), No (0) and Abstentions (0). The motion carried.

IX. Old Business: N/a

X. Adjournment

The meeting was adjourned by unanimous consent at 3:21 pm.